

## Teacher Leadership and Compensation Cohort 3 Application Process Updates

The Commission on Educator Leadership and Compensation (CELC) has been reviewing the application and scoring process for the Teacher Leadership and Compensation (TLC) system based on their experience with the school districts that applied last year. Here are the key items on which the Commission has reached consensus for the process to come into the TLC system in the 2016-17 school year:

- **Timeline**

**October 16:** applications due

**December 2:** target date for the Department of Education announcement on plan approval

The submission deadline for Cohort 3 plans is October 16, 2015. If a district does not submit an application by this date, the district will not be eligible to receive TLC funding. It is no longer a competitive process. Submissions will be read and scored by the TLC Commission Members. In order to receive 2016-17 funding for TLC, the school district must reach the cut score of 73 or higher.

- **School districts that applied previously and scored in the “high” category (8,9,10) have the opportunity to “lock in” their scores for those specific sections of the application.** Given that the Commission is not making changes to the application, they wanted to give districts that scored high on specific parts of the application the option to hold their response and score steady.
- **The “cut score” will remain at 73.** This is the minimum score a school district must achieve to have its plan considered for approval by the Commission. We anticipate that most approved plans will score well above 73 given the increased clarity and additional supporting resources available in Year Two.
- **The Commission will approve plans for entry in 2016-17 in December 2015.** The scoring announcement will be made early December, 2015. Districts that do not achieve the minimum required score of 73 will be contacted on next steps, which may include the opportunity to improve and resubmit their plan. Districts should, however, take advantage of all available resources prior to October 16 to develop a robust plan aligned with the Commission's scoring criteria."
- **Returning Commission members will score the same part of the application that they scored this year.** This approach will help ensure consistency in the scoring process.
- **The application process will again use the IowaGrants system.** School districts will be able to type or import the responses. There will again be a 5,000 character limit (approximately 2 pages) for each part of the application, except for Part 5 which has a 10,000 character limit (approximately 4 pages).
- **Commission members will not provide individualized, written feedback on applications.** The consensus opinion was that the Commission is comprised of volunteers and providing written feedback would go beyond the capacity of a

volunteer commission. In addition, the revised rubric and the exemplars should provide enough detail to help school districts that need to revise their local plan.

- **The Commission encourages districts in the planning phase to continue to innovate.** The Department has provided “exemplars” for each section of the application from both small and large school districts. While we want to ensure that districts use these tools, we do not want to limit their thinking.

If you have any questions or comments about any of the information, please do not hesitate to contact me:

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